



JSEC Newsletter

The Job Service Employer Committee (JSEC) works with and supports the services of the local Job Service and assists with community workforce development needs.

JSEC Offers Employer of Choice Awards

The Glendive Job Service Employer Committee would like to recognize businesses that create great workplaces in our community by presenting them with the Employer of Choice Award. The Glendive JSEC is expanding the award categories and will recognize three employers: an employer with between 2-24 employees; an employer with 25- 49 employees; and an employer with 50 or more employees.

Are you employed by an Employer of Choice?

- Are you an enthusiastic employee because you are fully engaged at work and your employer brings out the best in you?
- Does your employer provide innovative workforce solutions for training, increasing employee participation and increasing employee motivation?
- Do you know of a business in your community that has done something exceptional for its employees and / or the community?

Tell us your story by nominating your business OR forwarding the infor-

mation to someone who works for a business you feel is an Employer of Choice. We want to hear what businesses in the area are doing to create great workplaces, and we want to recognize those businesses!

Some criteria which you may want to consider in your nomination process are:

- Does the business offer employee benefits programs, and/or employee-centered initiatives such as wellness programs?
- Does the business offer employee training (the active development of employee skills, knowledge and education for both present and future benefit to the organization and community)?
- Is the business involved in the community and/or does it hold itself to the standard of serving as a community role model?
- Does the business strive to offer excellent customer-service practices and a corresponding service-centered philosophy?

- Does the business engage in consistently ethical business practices?
- Do you feel that this business helps to serve the community, and that working there helps you to serve the community as well?

Applications will be held for three years, and will be considered for three years past their original submission (for example, 2015 applications will also be considered in 2016, 2017 and 2018).

Nominations are due on March 5, 2015.

Link to electronic files on local Job Service website:

<http://wsd.dli.mt.gov/local/glendive/localbuzz.asp>

Please email completed nomination form to: dhandran@mt.gov

Or mail to:
Glendive JSEC
c/o Darla Handran
211 S. Kendrick Ave.
Glendive, MT 59330

Employment Law Seminar Coming February 10th

Steve Lehman from the Crowley Law Firm of Billings, MT will present an employment law seminar on February 10, 2015 from 11a-3p. Topics covered will include illegal discrimination,

harassment, wrongful terminations, negligent hiring, illegal hiring questions and actions, etc. Locale and other details will be forthcoming. The fee to attend will include lunch on site.

Save the date!

JSEC Offers Scholarships to Area HS Seniors and DCC Students

If you know a high school senior in Circle, Glendive, Richey or Wibaux who is planning to attend Dawson Community College this fall, please share this information, and encourage your student to apply for a JSEC Scholarship.

The Glendive JSEC offers scholarships of \$500 to graduating seniors, Class of 2015, who intend to further their education at Dawson Community College fall semester following graduation. Winning applications will be submitted for consideration at the state level to the Montana State Employer

Council, which offers the annual \$500 Fred Unmack Memorial Scholarship.

High school seniors in Circle, Glendive, Richey & Wibaux should contact their guidance counselor for the specifics.

JSEC has also expanded the scholarship by offering a \$500 award to a current Dawson Community College student who plans to return to DCC fulltime for the 2015-2016 academic year. The additional scholarship allows JSEC to assist a student to stay in college and complete his or her

education at DCC, and to provide added support of the College. Preference is given to a previous JSEC recipient and/or current resident of Dawson, McCone or Wibaux Counties.

DCC students should download the appropriate scholarship application packet from the college website <http://www.dawson.edu/future/scholarships>, follow instructions and submit the required materials to the Financial Aid office, postmarked no later than March 15, 2015.

Montana's Minimum Wage Will Increase to \$8.05

Montana workers earning minimum wage will see an **increase** from \$7.90 per hour **to \$8.05 per hour** on January 1, 2015.

The law requires a minimum wage adjustment annually based on changes in inflation as measured by the Consumer Price Index (CPI) from August of the preceding year to August of the year in which the calculation is made. An adjust-

ment to the minimum wage is to be calculated no later than September 30 of each year based on any increase in the CPI, rounded to the nearest five cents.

The current 2014 minimum wage rate is \$7.90 per hour. Based on an increase in the CPI of 1.7% from August, 2013 to August, 2014 the calculation used for determining the

minimum wage rate for 2015 is as follows:

$\$7.90 \times .017 = \0.13 , rounded to \$0.15

Information relating to Montana's minimum wage may be downloaded from DLI's website at www.mtwagehourbopa.com

Required Employment Posters

With the impending increase in minimum wage, various publishing companies are busy imploring or threatening employers to pay money for a new mandatory minimum wage poster. Do NOT pay anyone for employment posters! A large 5-in-1 poster

that incorporates the required posters (which apply to most employers) may be obtained at NO cost through any Montana Job Service office. The last edition of the 5-in-1 poster included Montana's minimum wage, but please note, Montana employers

are NOT required to post **Montana** minimum wage—only **federal** minimum wage is required. Call Job Service with questions, and for your poster.

Lonnie Cross is Retiring

Please join us on December 30th from 2:00 p.m. to 5:00 p.m. for a **Retirement Open House** to honor Lonnie Cross.

Lonnie is retiring after 32 years of dedicated service with the Glendive Job Service. Lonnie began her career in 1982 as a temporary employee handling unemployment insurance claims. It comes as no surprise to all of us that she impressed management and soon found herself a permanent employee. Lonnie has worked in various capacities throughout the years and wore many hats to suc-

cessfully serve the individual needs of our customers. Lonnie has been the Glendive Job Service Manager for the last 7 years.

Lonnie was the very first JSEC Coordinator in Montana (1988). She has been instrumental in helping the Glendive committee evolve through the years and grow to be as strong as it is today. She received several awards and honors throughout her time with the agency such as Employee of the Year, Outstanding JSEC Coordinator, and was twice presented with the

Outstanding Job Service Manager award.

Although we will all miss Lonnie, she has worked diligently during her entire career and has earned the opportunity to enjoy more time with her family and grandchildren.

Please come wish her well on her next adventure!

Retirement Open House Tues., Dec 30th, 2p - 5p

New Glendive Job Service Manager — Amy Deines

On December 1st, Glendive Job Service staff welcomed Amy Deines to her new position as their local office manager. Amy brings into this new position, an entrepreneurial spirit and expertise in the field of economic development. Amy owned a very successful small business, Whoopup Creek Luffas. After selling her business, she served the last six years as Executive Director of the Dawson County Eco-

nomics Development Council. Amy earned a Master's Degree in Public Relations from MSU-Billings in 2009. With her multi-faceted business knowledge and background, Amy will provide a unique insight to our business services, as well as a wealth of connections via her well-established economic development networks throughout eastern Montana. She will be an asset not only to the local Job Service, but also to

the Department of Labor and Industry's Workforce Services Division.

Please join us in welcoming Amy, Manager of the Glendive Job Service, to her new role in our organization!



Merry Christmas

&

Happy New Year

Back: Darla Handran, Lonnie Cross, Amy Deines, Dawn Guenzi

Front: Karen Ohlin, Shannon Kadrmas

JSEC Members

John Paul Baker
Reynolds Market Deli

Paul Hopfauf
Montana-Dakota Utilities

Barb Roehl
Mid-Rivers Communications

Pat Cunningham
Dawson Community College

Jerry Jimison
City of Glendive

Stacey Stanfill
BOSS Office

Amy Deines
Job Service Manager

Ross Farber
Glendive School District

Joetta Percy, JSEC Vice-Chair
Glendive Medical Center

Kim Trangmoe, JSEC Chair
Glendive Medical Center

Lonnie Cross
Job Service Manager

Mel Herring
First American Title Company

Carlena Quinn
HKT Big Sky Motors

Tim Wall, JSEC Treasurer
American Bank Center

Darla Handran
JSEC Coordinator & Newsletter Editor

<http://glendivejobs.mt.gov>

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Interested in becoming a member of JSEC?
Call JSEC Chair, Kim Trangmoe at 939-2074 or any JSEC member.